

### CITY PROPOSAL – HOLIDAY CLOSURE

Proposed Language:

Holiday Closure. The City Manager or designee may determine that all non-essential City operations close for a Holiday Closure during the Christmas and New Year's holiday. In such event, employees shall be encouraged to take time off; however, it shall not be a requirement.

If a department participates in the Holiday Closure and the employee elects to participate in the Holiday Closure using the Holiday Closure payroll code, the employee will be required to pay retirement contributions on any Holiday Closure hours and will not accrue vacation or sick leave while taking Holiday Closure time off.

Employees will continue to accrue seniority while using the Holiday Closure payroll code as though they were at work.

*This language is intended to replace the language in:*

- *Articles 10.1.12 of the MEF Memorandum of Agreement.*
- *Articles 16.6 of the CEO Memorandum of Agreement.*